

CHAPTER III

ANALYSIS AND FINDING

In this chapter, in implementing the program, factors which are influencing the success of Badminton Division in DISDIKPORA Seruyan are according to Albert S Humprey evaluation criteria of Strength, Weakness, Opportunities, and Threats.

Based on the aspects of the research, this research is included in the type of qualitative descriptive research. Data collected is in the form of words or images. This is caused by the application of qualitative methods. This study aims to provide an overview of the development of Badminton sports in the Seruyan DISDIKPORA badminton division. The subjects in this study were human resources (HR), infrastructure, and training programs at Badminton Division of DISDIKPORA Seruyan. The data taken is about fostering the achievements of badminton athletes, namely HR which includes administrators, coaches, and athletes and facilities and infrastructure that support training programs. Moreover, the implementation of the training program that has been made will be examined. The study was conducted in two weeks starting from February 1, 2019, to obtain data to be analyzed whereas the place of this research was at the Seruyan DISDIKPORA badminton division, Kuala Pembuang City, Seruyan Regency, Central Kalimantan. In its implementation, the researcher used several tools such as digital cameras and field recording devices in retrieving data. This aims to facilitate the data retrieval process. In this method, one type of instrument was used namely an interview which was carried out with athletes, administrators, and coaches who are under the auspices of the Seruyan DISDIKPORA badminton division. The observation sheet is used to provide more valid data related to human resources (HR), the condition of infrastructure, and the implementation of training programs for athletes which have been made by the Seruyan DISDIKPORA badminton

division. The research data is obtained by using data collection techniques in observation (observation), interview, and documentation

Meanwhile the results of this study presented data obtained from the results of interview which were answered by 3 indicators, namely administrators, trainers, and athletes in the Seruyan DISDIKPORA badminton division.

While the results of answering out the interview that has been distributed regarding fostering badminton achievements in the Seruyan DISDIKPORA badminton division are focused in 3 aspects including 1) Human Resources, 2) Facilities and Infrastructure, and 3) Training Program.

In this section, the results of research on fostering badminton performance at the Seruyan DISDIKPORA badminton division will be discussed. Increasing the performance of badminton sports can be done by efforts to early foster the senior athletes optimally, gradually, and continuously. That way the generation of athletes will be maintained and efforts to foster to create quality athletes in the future will run smoothly. Efforts to foster athlete achievement must be supported by all components involved in it because an achievement is a form of a joint effort that is coordinated as a whole.

To get a broad picture of strengths, weaknesses, opportunities, and threats possessed by the development of badminton sports in the Seruyan DISDIKPORA badminton division, the researcher will analyze the SWOT of badminton coaching at the badminton division. The researcher made direct observations to the sports coaching division of the Seruyan DISDIKPORA badminton division. The following is a table of observations.

Table 3.1

Badminton Division Data

No	Indicators	Spesification	Availability	Number
1	Human Resources	Administrator	√	6
		Coach	√	3
		Athlete	√	25
2	Facilities and Infrastructure	Field	√	2
		Shuttlecock	√	30
		Net	√	3
3	Training Program	Long term	√	Monthly
		Short term	√	Daily

Source: Badminton Division DISDIKPORA Seruyan 2019

This observation aims to obtain the correct data from the subject of the study, namely human resource problems, facilities and infrastructure, and training programs.

3.1.Badminton division management process

Management of organizations in the badminton division supports to create the unity of members of organizations in the badminton division. Both coaches and athletes can also make the job desk effectively so that the shared goals will increase faster. The management effectiveness of organizations in the badminton division is based on several indicators, namely:

- Planning

This process is used to determine the goals of the badminton division in the form of vision and mission both long term and short term. Like long-term and short-term training programs, the strategy that must be used has also been determined from the start so that the implementation will get ease and smoothness in achieving good

achievements such as a clear training program that will be explained in the process of achievement development in innovation SWOT above.

- Organizing

This function is used to organize or organize people who are in the badmitnon division in order to carry out their roles as well as their respective functions clearly and effectively. This is evidenced by the training schedule that has been implemented and is adhered to routinely by both coaches and athletes.

- Coordination and Control

Coordination of work is to improve efficiency and effectiveness in the badminton division, to make performance in the organization dynamic, active, healthy and comfortable. This function is carried out by the chairman of the badminton division to coordinate coaches in the badminton division in order to improve the performance of athletes to be able to compete in each championship.

And finally after everything is done, the badminton division controls it. The important things are such as evaluating and making new policies for such as inappropriate training schedules, ineffective types of training, and lack of both physical and mental deficits from athletes in developing their talents. Controlling is very important so that whether the results obtained by the athletes increase or at least reach the minimum standards.

3.2. Badminton division process of developing athletes

Achievement guidance in sports branches can be said to be good if the components of achievement training consisting of coaches, athletes, training programs, responsible institutions, facilities and infrastructure, and funding are in an ideal condition to achieve the goals of expected achievement development. Whereas coaching activities are said to be less

good if the components of coaching are in a limited or less ideal condition so that the achievement of the goals of achievement training is not achieved optimally. The pattern of achievement training in the Seruyan DISDIKPORA badminton division has fulfilled the criteria and components in the coaching achievement based on SWOT analysis indicators, namely strengths, weakness, opportunities, and threats.

The guidance that has been implemented so far in the Seruyan DISDIKPORA badminton division is a talent scouting system, which is programmed and continuously supported by adequate supporting factors. Talent scouting means the process of athlete talent/scouting from the recruitment stage to the final stage of coaching, in accordance with the system of creating sports achievements, namely through nurseries, talent scouting, and championship maturation.

- Nursery

Nurseries are an effort that is applied to attract talented athletes in achievement sports who are researched in a directed and intensive manner through parents, teachers, and trainers in sports. In this case the nursery in the badminton sport must be done as early as possible to continue with intensive coaching.

- Talent guidance

Talent scouting for badminton athletes is an effort made to estimate training to achieve peak performance scouting the talent of badminton division athletes carried out by the talent scouting team, which is focused on adolescence.

- Coaching

The pattern of guiding the badminton division is directed at the training process that is in accordance with the needs of the athlete's increased performance. In this case the coach's role greatly determines the athlete's success. In addition, in a coaching, evaluation is a very important thing that must be done regularly during the coaching process.

- Training system

The training system on the pattern of achievement coaching is the goal of increasing achievement skills as much as possible. The main task of the coach of the badminton division is to foster and guide athletes. The form of development of the training system must be able to make a long-term training model that all trainers apply.

To reach high potential, the badminton division always limits the ability of each athlete. By knowing the limits of a person's ability, it is to be able to determine precisely and well the workload of training and to measure his achievements that can be scientifically accounted for.

The training program carried out by the Seruyan DISDIKPORA badminton division is quite good by considering the determinants to achieve maximum results, namely athlete's talent or material, athlete's ability, age of training, facilities and infrastructure, funding, environment, trainers, and available time as have been specified in the SWOT indicator analysis above.

3.3. SWOT Analysis

The discussion of the SWOT analysis of the development of badminton sports achievements in the Seruyan DISDIKPORA badminton division is as follows.

1. Strength

Human resources are very influential in everything, nevertheless in organizing the badminton division. Organizing is the first step towards implementing a plan that has been arranged in advance. Therefore, a role and effort are needed from the management to create a conducive organizational condition to be able to work together to achieve the goals of an organization. Badminton division at Seruyan DISDIKPORA fosters athletes and carries out activities according to the work program that has been made by the management. Human

resources from the management have an essential role in achieving the expected achievements.

The Seruyan DISDIKPORA badminton division was formed in 2017, in preparation for the Porprov event in Muara Teweh, Central Kalimantan. Followed by talented badminton athletes from Seruyan district, the badminton division managed to make significant improvements every time. Not surprisingly, almost all badminton division athletes began to practice and play badminton from an early age. They are motivated to learn badminton games because of hobbies and motivations from the people closest to them. They also think of health needs as a badminton athlete and not just the achievement they want in the present moment.

The matches followed by the badminton division were Kejurda, Kejurnas, Popda, and Porprov event. In each match followed, the badminton division always wins the championship, at least succeeding in winning the bronze medal. During the competition and succeeded in winning, athletes received rewards in the form of coaching, certificates, and other facilities to increase the motivation of athletes to achieve maximum results.

Here is a list of the achievements of the Seruyan DISDIKPORA badminton division:

Table 3.2

Achievemnent list of Badminton Division DISDIKPORA Seruyan

Number	Competition	Location	Year	Achievement
1.	Kejurda Bulutangkis	Pangkalanbun	2017	Silver
2.	Popda	Kuala Pembuang	2017	Gold
3.	Popwil	Sampit	2018	Silver
4.	Porprov	Muara Teweh	2018	Bronze

Source: Badminton Division DISDIKPORA Seruyan 2019

The management of Badminton division in Seruyan DISDIKPORA has been formed quite well. The good management can be seen from the fact that from 2017-2018 Badminton division in Seruyan DISDIKPORA has achieved many achievements from the many competitions as said by Mr. Mulyo the badminton division chairman:

“Badminton coaching has been done well, especially by club managers. Every month the children exercise diligently and have been handled by responsible coach. The role of the board that manages the club has been carried out quite well, in which all parties can coordinate and cooperate with each other in order to improve the club's achievement”

“Pembinaan bulutangkis telah dilakukan dengan baik, khususnya oleh pengurus klub. setiap bulan anak-anak latihan dengan tertib dan telah ditangani oleh masing-masing pelatih dengan baik dan penuh tanggung jawab. Peran pengurus yang mengelola klub ini telah dijalankan dengan cukup baik, semua pihak dapat

saling berkoordinasi dan bekerjasama demi kemajuan pembinaan prestasi klub ini). ”

(Interviewed in Kuala Pembuang, Kabupaten Seruyan 2019)

Coaching and training system is a process of training athletes by trainers through a planned, integrated, and joint training program plan including long and short term training programs. Long-term program training will be emphasized on physical factors, namely agility, and endurance. Meanwhile, for short-term programs more emphasizes on technique and tactics programs to deal with a tournament. Coaching programs starting from the process of preparing early-age athletes after going through the process of coaching and introducing to children who will become professional athletes.

The results of the study showed that the development of achievements in the Seruyan DISDIKPORA badminton division had a reasonable and appropriate training program. The management (coordinator) gives the broadest possible freedom to trainers who are more competent in making training programs. However, the management always supervises and manages the Badminton division training process for then reporting the results to the Seruyan DISDIKPORA Chief.

The trainer makes an annual program in which there are monthly, weekly and daily training programs. In addition, there is general preparation and individual preparation. Programs that have been compiled must be carried out ten times a week namely, morning for conditioning, and evening for improvement of individuals and teams. The training program includes the fundamentals of playing badminton, engineering, tactics, physical and mental.

There is also an evaluation after the competition ends. Furthermore, aspects in badminton training consist of physical, tactic, technical and mental aspects. The

physical training program implemented by the trainer is the formation of endurance (endurance). As a badminton athlete, prioritizing leaps, leg strength, and abdominal muscles and arms as supporters. Muscle formation of athletes is done with fitness training, then other aspects. For mental exercise programs that are applied are more on stressed drilling, until the athlete feels (depressed) so that he can overcome the problems encountered while practicing. Moreover, to improve the athlete's competing mentality, a separate instructor (psychologist) is prepared ahead of the match. The technical skills training program that is applied is basic badminton training, which is carried out repeatedly so that the automation of more athletes is formed. Skill exercises are also used using shadow games.

Exercise programs such as physical, mental, technical, and tactic are carried out every day following the portion and ability of each child. The training program implemented by the trainer was right in which he applied a different and varied training system. Therefore, athletes do not feel bored with very dense exercise schedule which is ten times a week, morning and evening. Exercise programs such as physical, mental, technical, and tactic are carried out every day following the portion and ability of each child.

Table 3.3

Badminton Division Training Schedule

Day	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Time	3 pm - end (treadmill) (shadow) (game)	7 pm – end (shadow) (game)	7 pm – end (shadow) (game)	7 pm – end (shadow) (game)	7 pm – end (treadmill) (shadow) (game)	3 pm - end	7 pm – end (shadow) (game)

Sorce: Badminton Division DISDIKPORA Seruyan

Before arranging an exercise program, the trainer must know the initial conditions of each athlete that are going to be trained. The athlete's first abilities include physical, technical, tactical and mental conditions.

To support the training programs, badminton division get support in the form of all fees/funds used in the implementation of the badminton division's achievement development program which are charged to the Regional Revenue and Expenditure Budget of Seruyan district. The badminton division has never received support from any party. All are borne and financed by the government through the Seruyan district budget. There is no support from other parties in the process of fostering the achievements of this badminton division, except for Seruyan district budget funds. As far as the badminton division athletes know, the funds used are the Seruyan district budget without the assistance of others.

Figure 3.1

Athletes of Badminton Division in DISDIKPORA Seruyan at Pekan Olahraga Provinsi Kalimantan Tengah 2018



Source: Badminton Division of DISDIKPORA Seruyan 2019

Figure 3.2

Seruyan Badminton Division as the 3rd winner



Source: Badminton Division of DISDIKPORA Seruyan 2019

2. Weaknesses

The weakness in fostering the achievements of athletes of Badminton division in Seruyan Disdikpora is the problem of trainers license. Not all trainers in the Seruyan of badminton division in Seruyan Department of Youth, Sports, and Education Service have the license. This significantly hampered the development of badminton sports development in the division of badminton in Seruyan Department of Youth, Sports, and Education Service, because a team that uses coach services without a license or certificate will not be able to achieve maximum performance. A coach who has a coaching license is indeed proficient in training as explained by Mr. Mulyo as badminton division chairman below:

“The coach must have good badminton skills. Even if he/she does not have a coach certificate at least he has a background in regional players in the past. Recruitment of trainers is done by seeking information from colleagues in the Seruyan district with the criteria that the trainer is able to cooperate professionally and responsibly”

“Pelatih itu harus punya skill bulutangkis yang bagus.kalaupun tak punya sertifikat pelatih minimal dia berlatar belakang pemain daerah di masalalu. Perekrutan pelatih dengan mencari informasi dari rekan-rekan di daerah kabupaten seruyan dengan kriteria pelatih itu mampu bekerjasama secara profesional dan penuh tanggung jawab).” (Interviewed in Kuala Pembuang, Kabupaten Seruyan 2019)

In a team it should be handled by 2 or 3 trainers so that in an exercise there are various kinds of modifications or innovations as well as related training methods that

can hone and develop athletes' talents to be more mature and able to achieve better achievements.

The management always provides the best facilities and infrastructure to support the badminton achievement program. Starting from training facilities and other facilities are provided to athletes. As for infrastructure, the management provided a field at the Seruyan DISDIKPORA Sports Building and a gym in the DISDIKPORA office. Hopefully, the facilities and infrastructure that have been provided can help athletes achieve maximum results, although there are still many that need to be improved.

Facilities and infrastructure in the implementation of the badminton division development program have been fulfilled, but still need other additions, such as the infrastructure to support the training, namely the availability of complete fitness equipment at the practice site.

Facilities and infrastructure for supporting training in the badminton division have been fulfilled, but still, need to be improved in terms of providing athletes' facilities. The infrastructure used by badminton division athletes as supporting training is 1) training ground and 2) fitness center.

The facilities and infrastructure used by the Seruyan DISDIKPORA badminton division are as follows.

Table 3.4

Badminton Division Facilities and Infrastructure

Number	Facilities & Infrastructure	Quantity	Unit	Condition
1.	Sport Centre	1	Building	Improper
2.	Badminton Field	2	Field	Good
3.	Fitness Appliance	5	Number	Moderate
4.	Shuttlecock	30	Number	Good
5.	Net	3	Number	Moderate
6.	Team T-shirt	5	Two stel	Exercise
			Three stel	Match

Source: Badminton Division DISDIKPORA Seruyan

From the result of observations from the research subjects, it was found that the facilities and infrastructure for training in the Seruyan DISDIKPORA badminton division were quite good and adequate. However, for the inadequacy of the facilities and infrastructure in this badminton school is the field that is used is quite old so that when carrying out the exercise is less effective. If there are strong winds or bad weather, it will significantly disrupt the training process because the shuttlecock will be easily carried away by the wind and will highlight the focus of the athlete when practicing.

Sports facilities and infrastructure are essential and fundamental things in the implementation of sports. Without the existence of adequate facilities, an athlete is

unable to distribute their maximum talents. Furthermore, sports facilities and infrastructure that owned by a division of Badminton in Seruyan Disdikpora are sufficient, such as having one gymnasium with two fields, total net, and pole facilities, and costumes during training and competition.

Figure 3.3

Coach in Badminton Division Sport Centre Court Kabupaten Seruyan



Source: Personal Documentation 2019

3. Opportunities

The opportunities that exist in fostering badminton achievements of badminton division in Seruyan Department of Youth, Sports, and Education Service include: athletes have the opportunity to get scholarships for those who are suitable, opportunities to achieve better achievements, and opportunities to become national athletes. The interest in developing badminton in Seruyan district towards the community is due to badminton is a sport that is popular. Furthermore, it can attract

society's attention to participate in badminton coaching in Seruyan district as said by Mr. Syahrudin as badminton coach below.

“According to the development of badminton, the development of national badminton always goes up and down, but lately achievements tend to increase especially in mixed double, woman double, and man double sectors. In order to be able to contribute, my friend and I strive to create badminton athletes in order to be able to achieve in the future for Indonesia. We need cooperation between the local government and PBSI to make this happen”

“(Menurut perkembangan olahraga bulutangkis yang saya ikuti, perkembangan prestasi bulutangkis nasional selalu berjalan pasang surut, tapi akhir-akhir ini prestasi cenderung mengalami peningkatan khususnya di pemain di sektor ganda campuran, ganda putri, dan ganda putra. Untuk dapat berkontribusi saya beserta kawan berupaya untuk menciptakan atlet bulutangkis agar dapat berprestasi dimasa depan untuk indonesia. Untuk itu perlu adanya kerjasama antara pemerintah daerah dan PBSI guna mewujudkan hal tersebut).” (Interviewed in Kuala Pembuang, Kabupaten Seruyan 2019)

In order to achieve great achievement, the coaching of the badminton division uses the talent scouting system from the recruitment stage to the final stage of the training. The badminton division is a place to sustain young athletes on an ongoing basis to achieve maximum achievement in badminton. Through the talent scouting team/ badminton division, talent guide team disseminates information to each region. Recruitment of athletes in the badminton division is carried out when there are an elementary school, junior high and high school events, O2SN events and other sporting events. Athletes who entered the Seruyan DISDIKPORA badminton

division took part in the selection held. There was no cheating in any form because what was assessed was the athlete's internal factors such as playing ability, body posture, and the personality of the athlete itself.

Guidance in the Seruyan DISDIKPORA badminton division has been useful in which coaching is directed towards a training process that fits the needs of athletes' performance improvement. In this case, the coach's role is significant in determining the athlete's success. As a coach in the badminton division, the coach tried his best to develop athletes. In the process of coaching, he periodically does evaluation aimed at periodic improvement in an athlete's performance and immediately makes improvements if needed.

The training system on the pattern of fostering achievements of badminton athletes in the badminton division has the aim of improving achievement skills as much as possible. The main task of the coach of the badminton division is to foster and guide athletes. The trainer also acts as a police officer, friend, father, parent, consultant, a motivator who can help athletes achieve achievements in the championship.

Figure 3.4

Athletes and Coach of Badminton Division in DISDIKPORA Seruyan



Source: Personal Documentation 2019

4. Threats

Threats in fostering the achievement of athletes of Badminton division in Seruyan DISDIKPORA are decrease athlete's motivation in competing and training, inconsistency in sending athletes in the tournament, decreased public interest in watching badminton matches due to lack of fair competition in Seruyan district, and inferior feeling to compete for another area that has more power as said by Mr. Syahrudin as badminton division coach:

“Factors that influence performance of coaching include athletes' physical factors, motivation factors, cost factors, limited training time and lack of support from parents. The effort that I did was to approach the athlete first by communicating intensely so that the athletes felt comfortable and happy, after that they were slowly and patiently trained”

“(Faktor –faktor yang mempengaruhi pembinaan prestasi antara lain seperti faktor fisik atlet, faktor motivasi, faktor biaya, waktu latihan yang terbatas serta kurangnya dukungan dari orangtua. Upaya yang saya lakukan yaitu pendekatan lebih dahulu kepada atlet dengan berkomunikasi dengan intens agar atlet merasa nyaman dan senang, setelah itu baru dilatih dengan perlahan dan penuh kesabaran).” (Interviewed in Kuala Pembuang, Kabupaten Seruyan 2019)

Regarding the management of the badminton division in the DISDIKPORA, it has gone well. However, the performance of the board still needs to be improved, because there are still weaknesses in terms of monitoring the implementation of achievement training exercises in this badminton division.

The management organization of the badminton division affects the process of fostering achievement. During this time the management condition went well, so it did not interfere with the process of achieving athletes. The management (coordinator) in the badminton division is good but needs improvement in terms of monitoring the implementation of the training and the coach's license. At least, the intensity of monitoring is added so that all things can be coordinated well.

In addition, managers in the badminton division organization have carried out their duties well and often interact with athletes both outside and in the field. The management of the development of the badminton of the Seruyan DISDIKPORA badminton division has good management where the training program is carried out according to the schedule that has been made.

However, the threats that exists in this training program is that the management is more inclined towards matters outside the training program. Therefore, that there is an imbalance and also the function of the training program does not work optimally because as the administrators they are not active in conducting training and badminton training programs in the Seruyan DISDIKPORA badminton division.

Table 3.5**Table of SWOT Analysis**

No	SWOT	Details
1	<i>Strengths</i> (Kekuatan)	<ul style="list-style-type: none">• Conducive organizational conditions.• Foster athletes and carry out activities following work programs that have been made.• The management system works well.• Have many achievements.• Trainers who have training standards.• Adequate facilities and infrastructure.• Smooth funding.• Get support from the DISDIKPORA.• Have a clear training program.
2	<i>Weakness</i> (Kelemahan)	<ul style="list-style-type: none">• Not all trainers have a training license.• Only have an old indoor field.• Lack of strict sanctions against athletes who do not attend training on a predetermined schedule.• Many athletes do not continue to practice badminton when they have finished high school.
3	<i>Opportunities</i>	<ul style="list-style-type: none">• Many athletes are under the auspices of the school• Badminton on the Seruyan DISDIKPORA badminton division representing Seruyan is displayed at the national level championship.

		<ul style="list-style-type: none"> • Athletes have the opportunity to get scholarships for those who are excellent. • Opportunities for better achievement. • Give an opportunity to become a national athlete. • Interest in developing badminton in Seruyan district has increased.
4	<i>Threats</i>	<ul style="list-style-type: none"> • Motivation of athletes in competing and training decreased. • Inconsistent delivery of athletes in participating in various championships. • The decline in public interest in watching badminton matches due to lack of sportsmanship in the competition that took place in Seruyan District • Lose to compete with other regions that have more power.

3.7. Result

Seruyan DISDIKPORA badminton division is a sports organization that was formed as a forum for fostering the achievements of badminton sports athletes in Seruyan Regency and structurally is still under the auspices of the Indonesian National Olaraga Committee (KONI) as the parent organization of sports in the country. The Seruyan DISDIKPORA badminton division aims to develop badminton sports achievements in Seruyan District, in order to compete at a higher level and also be able to contribute to Badminton sports achievements in Seruyan. Facilities and infrastructure are supporting factors to achieve achievement. The facilities and infrastructure owned by the Seruyan DISDIKPORA badminton division are adequate, but some things still need to be improved because the field used is very old, so there are still obstacles when carrying out the exercises. Nevertheless, the Seruyan DISDIKPORA badminton division has more than one field that can be done to practice. Meanwhile, other facilities and infrastructure such as shuttlecocks, net-nets, and tools to warm up before practicing are still very good.

The coaching and training system is a process of forming athletes by trainers through directed, integrated, and continuous training program plan including long-term and short-term training programs. The Badminton division applies a long-term training program, which is emphasized more on physical factors, namely agility, and endurance. Moreover, for short-term programs more emphasizes on engineering programs and tactics to deal with a tournament or competition. The coaching program is carried out starting with the process of preparing early-age athletes by opening registration for children who are interested in bullet sports and want to become athletes. After going through the coaching process carried out by the trainers, then there will be another selection and coaching for athletes who will later take part in tournaments or competitions.